# Strengthening Our Roots

THE PHOENIX CONSERVANCY

Annual Report 2024





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**COVER** A firebreak climbs a steep, grassy hill in front of Ivohiboro Forest, Madagascar. Foxhole Forest restoration sites are visible in the top right.

◂ An endangered Broad-fruited Mariposa Lily (*Calochortus macrocarpus*) blooming in the Palouse Prairie

▸ A herd of bison wander the open grasslands of the Great Plains.



## OUR MISSION

To restore endangered ecosystems globally for the communities that depend on them and the conservation of biodiversity.

## OUR VISION

The Phoenix Conservancy envisions a world in which all the planet's ecosystems are regenerated and conserved to their maximum extent and their preservation is prioritized by all humans.

For endangered ecosystems and the communities that depend on them, restoration distills down to making it possible for humans and biodiversity to survive long enough to adapt and persist, through strategic, efficient, rapid ecosystem regeneration that generates opportunities to improve people's lives. Accomplishing this goal is what drives The Phoenix Conservancy's work.

# LETTER FROM THE EXECUTIVE DIRECTOR



I truly thought I understood the full importance of The Phoenix Conservancy's work before this year. Then, I became a dad.

The arrival of our first daughter this spring changed things, to say the very least.

My vocabulary grew to include words like "meconium" and "tummy time," I now sing absurd songs about purple monkeys in bubblegum trees on a daily basis, and I've come to treasure sleep as life's single greatest luxury.

Meanwhile, TPC had our most groundbreaking year to date in 2024. Continuing our trend of rapid growth, we forged new partnerships, expanded our impacts in each of the endangered ecosystems we work to restore, and proactively achieved critical growth and integrity benchmarks used to identify high-caliber nonprofits.

Empowered by every supporter that invests in our work, TPC's amazing team continues to push and grow, every day, to restore every square inch of endangered ecosystem that we can. Virtually every problem we face—mass extinction of life on Earth, almost every form of human conflict and suffering, accelerating climate change—can be traced to the breakdown of functioning ecosystems.

Bottom Line: Ecosystem restoration is the most efficient, potent way to confront the world's greatest problems simultaneously, and no problem can ever be truly solved without doing so. And we have an opportunity, right now, to turn things around. In a decade, that opportunity may be gone forever.

Which brings me back to my daughter. Through the lens of one of our favorite proverbs: The Phoenix Conservancy plants trees in whose shade I will never sit.

But she will. Your children and grandchildren will too.

Now, I feel I fully understand the importance and urgency of TPC's work in this time in history: this might be our last shot. Earth's ecosystems are teetering on a tipping point, in a way they never have with any previous generation. So we either give it everything we've got, right now, to seize this last, critical moment to restore our world's ecosystems for our children's futures, or we stand by and watch it slip away, for good.

Either way, my daughter won't be the one to decide what world she inherits. We'll decide that for her, and for all of Earth's children, in the next few short years. And that's why TPC fights so hard for every square inch of endangered ecosystem to restore: to make sure that they don't only exist in our past, but in our children's futures.

Thanks to your investment in our work, The Phoenix Conservancy is privileged to be part of this all-out effort, for your children and ours, and life on the Earth that they will inherit. And whether they sit in the shade of a thriving rainforest, or a vibrant prairie bursting with flowers, our children will know which path we chose, when it mattered most.

Join us, and let's fight for tomorrow's ecosystems, together.

**Chris Duke**

Executive Director



A passing of the mantle



A Dark-throated Shooting Star (*Primula pauciflora*) blooms in the Palouse Prairie.

# WHERE WE WORK

We focus your investment on the ecosystems that need it most. The Phoenix Conservancy works in ecosystems that are in extreme danger of extinction (less than 10% left intact), highly biodiverse, and where your support will have the greatest possible impact. In 2025, we will be adopting three more ecosystems around the world that need our help.

### Palouse Prairie ▶

We work closely with both public and private landowners to restore pockets of Palouse Prairie across its former extent in the Inland Northwest. Our strategies incorporate native landscaping, invasive species control, and carbon sequestration to benefit local communities and save the Palouse Prairie and its incredible biodiversity from extinction.

*Continued on pages 8 & 9*



### Great Plains ▶

We dedicate our Great Plains' activities to increasing the availability of native plants for restoration by sustainably collecting and cultivating a variety of ecologically and culturally important species' seeds. We are part of a diverse coalition of organizations, including government agencies and tribal organizations, committed to improving restoration capacity.

*Continued on pages 10 & 11*



### Madagascar ▶

Our efforts are currently focused on the isolated rainforest of Ivohiboro. We are implementing a novel reforestation method, Foxhole Forests, in conjunction with fire protection and social enterprise projects tied directly to restoration. Our goal is to uplift communities through reforestation to benefit ecosystems and people alike.

*Continued on pages 13 & 14*

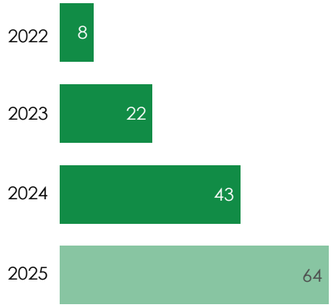




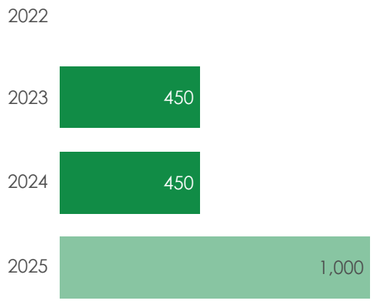
# IMPACT SUMMARY

Our projects leverage ecosystem restoration to address many of the most pressing issues facing our world simultaneously, so the true impact of our work can be measured in a lot of ways. For any metric, whether we measure your impact in seeds collected, area under restoration, or even lives saved through our work, our goal for every metric is simple: Do More Good Than Last Year.

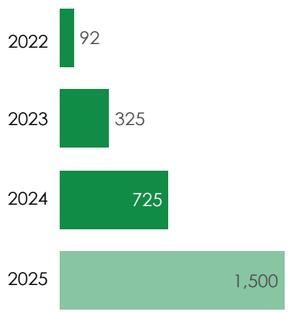
**Number of Pocket Prairies**




**Number of Native Seedlings Produced**




**Total number of Foxhole Forests**




**44.5** acres under restoration

**64** total species' seeds collected

**20** Pocket Prairie species' seeds collected

**300+** participants in outreach events

**1,500+** K-12 students benefited

**21** plant species' seeds cleaned

**32** plant species' seeds collected

**10** species of seedlings produced

**250+** person-hours of seed collection

**5-year** cultivation agreement signed

**400** Foxhole Forests created

**30** miles of firebreak maintained

**3** Sakoa oil presses delivered

**4,000** jobs created

**3,000,000** seeds planted

THIS YEAR IN THE

# PALOUSE PRAIRIE

*"Our [Pocket Prairie] is thriving, with the Yarrow lawn growing strong (even with the dogs playing frisbee), and the shrubs and flowers settling in beautifully. Highly recommend this team for anyone interested in creating a sustainable, native landscape!"*

**– Carolyn and Jeff**

Pullman, WA Residents

## Expanding Pocket Prairies

2024 has been a big year for our Pocket Prairie program. We've received so much interest that our team is booked out until spring 2026, and our projects have expanded across the Palouse and even soon into the Spokane area due to increased demand. Client goals commonly include reducing water and maintenance, treating soil and erosion problems, supporting wildlife, and helping ensure that Palouse Prairie will exist for their great-grandchildren to see. These goals are a testament to both the challenges our communities are facing and increasing public support of restoration as a part of the solution, which gives us great hope for the future.



A Pocket Prairie just a few months after planting

## Partnering for Public Lands

Like the Pocket Prairies, our public lands projects are both maturing and increasing in scope. This year we partnered with Washington DNR and State Parks to begin an intensive invasive species control program on Steptoe Butte, home to the largest remnant of Palouse Prairie. We had landowners and community representatives reach out to us about restoring prairie specifically for public use, and the resulting partnerships have exciting implications for the future. Restoration efforts are also progressing nicely at our local public sites, Conservation Park and Missouri Flat Creek, where we've been testing new invasive control methods with researchers at WSU.

*"As a local partner organization, we're grateful to have The Phoenix Conservancy supporting conservation efforts in our region. We frequently refer members of the public to their programs and staff, knowing that the level of expertise, skill, and knowledge is sound. In particular, their Pocket Prairie installation program has filled an important niche in implementing conservation and restoration practices at a backyard level throughout our community."*

**– Mindy McAllister**

Palouse Conservation District



Field crew lead at Steptoe Butte State Park showing off his piles of invasive Dog Rose (*Rosa canina*)

## Enriching Education and Outreach Programs

A key goal this year was to increase community awareness of and engagement with the Palouse Prairie. We focused on improving our education and outreach resources for K-12 educators and students. We hosted a slew of outreach events this year, including public talks, guided hikes, classroom field trips, workshops, and volunteer workdays. Most notably, we had an overwhelmingly positive response from K-12 and college student volunteers, who were often highly engaged in environmental issues and, to our surprise, *really* enjoyed pulling weeds.



## LOOKING AHEAD

### Reach more rural communities

Our focus is on deepening our understanding of rural communities' values and the challenges they face, and use that understanding to collaboratively develop mutually beneficial solutions. Rural landowners across the Palouse are increasingly reaching out to us about prairie restoration, but our next steps are to connect more with these communities by hosting rural community workshops and forums, partner with small local organizations, and provide additional financial resources for farmers, ranchers, and other rural landowners interested in restoring native habitat on unused patches of their land.

### Increase habitat connectivity

Habitat connectivity is vital to protect the Palouse Prairie from future extinction, and to support biodiversity across the region. While we've made great strides in improving connectivity in and around Pullman, large stretches of the Palouse are essentially uninhabitable, making it impossible for smaller or less mobile native species to traverse. In addition to expanding our reach with rural landowners, we aim to work with the Washington Department of Transportation to begin installing prairie corridors along stretches of the Palouse Scenic Byways, reducing maintenance required to control invasive weeds while filling them with beautiful blooms.




▲ Pullman Montessori's student Palouse Prairie exhibit at local grocery store, Grocery Outlet.

### Launch our K-12 education program

Because the Palouse Prairie is critically endangered and often unseen, many local K-12 educators lack relevant place-based learning resources, including easily accessible prairie for students to interact with. We're preparing to launch our Americorps-funded "Palouse Place-Based Education Program," which will connect teachers and students to our native ecosystem. Members will install on-campus Pocket Prairies and develop NGSS-aligned lesson plans that give students hands-on learning opportunities to be actively involved in restoration, interact with native biota, and build valuable job and life skills.




A carpet of wildflowers blooms at our oldest Pocket Prairie site.

THIS YEAR IN THE

# GREAT PLAINS

### Increasing native seed collection in Central South Dakota

TPC works in partnership with USDA Forest Service to increase the number and quantity of native plant species collected for cultivation. With a shortage of native species globally, the success of restoration relies on the increase of native plant availability. Thanks to additional support from the National Wild Turkey Federation, we were able to expand our work in 2024 to collect more native species from multiple sites in the region, as we work to make critical native plant resources more available for local restoration projects.

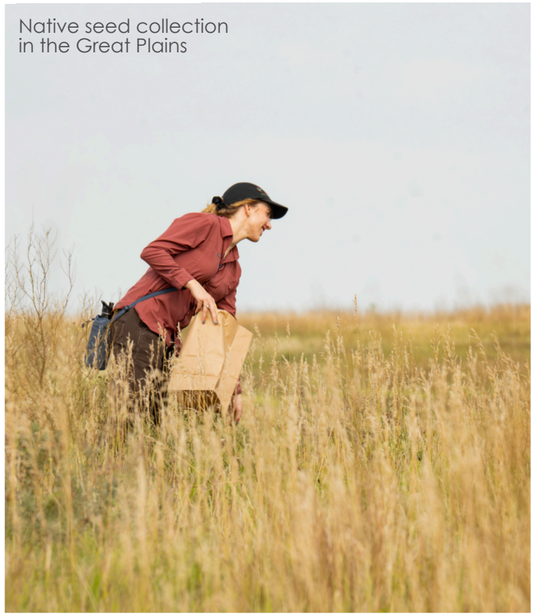
### Native seed production

This year, TPC planted our second round of cultivated native plants in the Great Plains, continuing our work in establishing on-site plots for restoration and seed production. In partnership with the Forest Service in Fort Pierre National Grassland, our current focus is on flowering species with the highest ecological and cultural value to maximize benefits for biodiversity and local communities. Native seed production plots like these are a critical bridge towards larger-scale restoration efforts, while simultaneously serving as high-value habitat.

▼ Planting an American Licorice (*Glycyrrhiza lepidota*) in a seed garden



Native seed collection in the Great Plains



### Enriching large-scale restoration

In our continued partnership with USDA Forest Service, TPC staff assisted with seeding in high-density areas of flower patches to increase habitat for vital grassland species in Fort Pierre National Grassland. By focusing on enrichment of high-value forb species, TPC's work complements large-scale efforts by the Forest Service to control invasive species across thousands of acres of national grassland. Together, supporting FPNG's efforts ensures that large areas under restoration have the highest possible habitat quality, benefiting a host of some of America's most imperiled grassland insects, birds, and mammals.

▼ A Brown-belted Bumblebee (*Bombus griseocollis*) pollinating a Stiff Sunflower (*Helianthus pauciflorus*) in the Great Plains





## LOOKING AHEAD



American Bison (*Bison bison*).

### Upscale native seed production and restoration

Restoring America's iconic grasslands over the next decade depends on expanding the amount of native seeds available, as quickly as possible. Addressing this critical linchpin of restoration remains TPC's central priority in our work, and we will continue to rapidly expand capacity for future seed production. In 2025, we will be seeking to partner more closely with government, tribal, and local producer partners to establish new production sites, unlocking greater restoration potential in the region with each passing year.

### Prioritize key species

For pollinators and birds in particular, some native plant species have disproportionately massive importance, providing vital resources for food and reproduction; however, the most important species aren't always the easiest to see or cultivate. To make sure that our work has the greatest positive impact on the species that need it most, we're expanding the number of species and diversity of seeds collected for cultivation. In 2025, we are placing particular emphasis on key butterfly host species such as Nuttal's viola and milkweed species, and critical food sources for imperiled grassland birds.

### Expand partnerships

Building from our first collaborations in 2024 with student volunteers from the Lower Brule Sioux Tribe, we are working to increase our partnership with tribal and government agencies to restore more prairie, together. In addition to restoring prairie with the highest ecological value, our new multi-year partnership will continue to focus on restoring species with the greatest cultural significance, while creating new opportunities for collaboration with tribal students and conservationists.

▼ American Licorice (*Glycyrrhiza lepidota*) seedlings wait to be planted in a native Seed Garden.



THIS YEAR IN

# MADAGASCAR



▲ Community members maintain a firebreak protecting Ivohiboro Forest by removing vegetation regrowth.



*I planted Foxhole Forests and maintained firebreaks, which helped me buy daily necessities during famine.*

**– Norosoa**

Ivohiboro Community Member



*By working on Foxhole Forests and firebreaks, I was able to buy kitchen supplies and food during the famine.*

**– Retsipiso**

Ivohiboro Community Member



▲ A new ranger station funded by Ecosia

### Reforestation and Fire Protection

2024 has been our biggest year yet for reforestation and fire protection activities. We've installed over 450 Foxhole Forest nucleation sites this year, more than doubling the total number we had previously. Each Foxhole acts like a natural nursery for other species and provides social enterprise opportunities for nearby communities. We've also maintained and extended over 30 miles of firebreaks that protect Ivohiboro Forest from escaped grass fires. In total, these efforts have created more than 4,000 jobs for local community members, providing critical income in this extremely impoverished region.

### Improving Conservation Infrastructure

Providing quality housing to hard-working forest rangers and storage space for supplies and equipment is a necessity, and we have been sorely lacking both in Ivohiboro, until now. Thanks to support from Ecosia, we've constructed a new ranger station! This building will provide space for up to 18 rangers and support staff, along with a storage room for seeds, tools, and other materials.

### Sakoa Oil Pressing Forward

We've introduced three Sakoa seed oil presses to communities around Ivohiboro Forest, including the Andravindahy Women's Association. These presses will allow communities to earn income from a native tree species we incorporate in our Foxhole Forests, incentivizing further restoration efforts by improving livelihoods.

## LOOKING AHEAD

### Expand Restoration Activities

Our current reforestation efforts have been solely inside protected area boundaries, but restoration is needed elsewhere around Ivohiboro Forest, too. In 2025, we plan to expand our activities, starting with disjunct pockets for forest to the north. We are also eyeing nearby hilltops to the east, long denuded of vegetation. This expansion will improve forest resilience and increase habitat connectivity for endangered biodiversity, including undescribed lemur species. We'll also bring jobs and opportunities to new communities.

### Increase Species Diversity

With improved seed collection and seedling cultivation efforts underway (see page 14), we plan to increase species diversity in Foxhole Forests in 2025. Adding new plant species will help us more rapidly replicate conditions in Ivohiboro's mature forest and explore additional social enterprise opportunities to support communities and restoration activities.

### Connect Madagascar to Global Markets

With social enterprise projects producing valuable commodities like Voatsiperifery peppercorns and Sakoa seed oil, it's time to close the feedback loop. In 2025, we plan to make products created in Ivohiboro available for sale in the U.S., connecting rural Malagasy communities to global markets.

▼ A Sakoa seed oil press delivered to leaders of the Andravindahy Women's Association.



▼ Community members clear space for a Foxhole Forest nucleation site in front of Ivohiboro Forest.



# NATIVE PLANT HORTICULTURE PROGRAM





**Top** Great Plains Yucca (*Yucca glauca*) growing in a seed garden at Ft. Pierre National Grassland

**Bottom** Rangers and community members in Ivohiboro, Madagascar, undergo seed collection and cultivation training.

## THIS YEAR

Across the globe, efforts to restore endangered ecosystems are often hampered by a lack of plants and seeds, not space to plant them. In fact, in all of our projects, we have more land to restore than is currently possible because of this problem. As a solution, we have prioritized our own production of native plants and seeds from the Palouse Prairie to Madagascar, and 2024 has been a resounding success.

This year, we have cultivated thousands of seedlings of over 60 species for the Palouse Prairie and Great Plains Ecosystems. We have also tested and strengthened knowledge of efficient cultivation practices for many non-commercial species, including Palouse Goldenweed (*Pyrrocoma liatriformis*) and Jessica's Aster (*Symphyotrichum jessicae*), both of which are endemic to the Palouse. These species and more are pillars in their ecosystems, and by successfully cultivating them, we can restore healthy, robust prairies from yards in Pullman, Washington, to rangeland in Ft. Pierre, South Dakota.

In Madagascar, we partnered with Missouri Botanical Gardens and Centre ValBio to train forest rangers and community members on native seed collection and cultivation techniques. Species included endangered trees like Tavolo (*Cryptocarya sp.*) and economically valuable plants like Tsiperifery (*Piper borbonense*), which produces delicious Voatsiperifery peppercorns.

## LOOKING AHEAD

We will substantially increase the available supply of native seeds and seedlings for restoration in the Palouse Prairie and northern Great Plains, expanding the program to include direct sales to individual customers. Ultimately, we aim to grow 100% of forbs and grasses we will plant in our Palouse Prairie restoration sites, as well as over 50% of shrubs. In the Great Plains, we will partner with local organizations and agencies to create greenhouse space in South Dakota where our efforts are currently focused. We will also expand our program to include cultivation of species for other endangered ecosystems throughout the United States and increase local seedling production near Ivohiboro Forest, Madagascar.




Our cultivation cycle allows us to collect seeds, grow them into seedlings in greenhouses and nurseries, use them in restoration, and produce more seeds that we can harvest to continue our work. This system works across all our ecosystems and with direct seeding, where we sow seeds in our restoration sites instead of our cultivation facilities.

# ORGANIZATIONAL GROWTH

The Phoenix Conservancy is growing rapidly, developing new capacity, partnerships, and tools to take on the urgent challenges we face. With every new supporter, we increase the speed and scale of our restoration efforts, while proactively building strong organizational foundations with transparency, integrity, and sustainability to last for decades. We are deeply grateful to the Stockel Family Foundation, Mia Rognstad, and Niels Chapman for making these foundational milestones possible.

### Strategic Plan

In 2024, we mapped our course for the years ahead by developing our first Strategic Plan, a major milestone that few organizations our size can claim. We believe that anyone investing in The Phoenix Conservancy's work deserves to see our roadmap for accomplishing our mission, and we invite you to access it at our website (*phoenixconservancy.org*) to see into TPC's future.

### Growing Trust and Partnerships

TPC celebrated many impactful new relationships with project partners and collaborators this year, facilitated by the voluntary completion of our first independent financial audit. As with every supporter, we deeply value the trust of our partners, and are proud to reward that trust with a proactive approach to fiscal accountability, another major benchmark that is rare for organizations of our size.




▲ TPC team members at an outreach event at Washington State University on Earth Day

### TPC's First Home: The Nest

Thanks to the extreme generosity of a long-time member of the Phoenix Family, a small parcel of degraded former farmland became our first land donation, opening a new chapter for TPC. Affectionately dubbed "The Nest," we are currently seeking funding to develop this special site into a multipurpose hub for restoration, education, biochar production, and a native plant nursery in 2025.

▼ Ivohiboro's forest ranger team with new gear



## LOOKING AHEAD

### Refining Our Operations

What worked as a smaller organization may not work forever, and our focus is on building The Phoenix Conservancy to last. Throughout the coming year, we will continue to optimize all aspects of our organization, maximizing the efficiency of our work, combating organizational bloat, and making sure your donation always has the greatest impact.

### Expanding Our Reach

Sadly, many ecosystems need our help, and TPC is committed to expanding our work as quickly as we can in these all-critical years. Building from our successes and partnerships in our three flagship locations, we will formally adopt three new ecosystems in 2025 with the goal of initiating on-the-ground restoration work at each site in 2026.

### Guiding Our Future

We are seeking new voices and perspectives from around the world to join The Phoenix Conservancy's Board of Directors in 2025. Ensuring a diverse suite of leaders and perspectives has always been at TPC's core, and we are excited to grow our Board to guide our organization's successful growth into the future.



Seed collection in the Great Plains



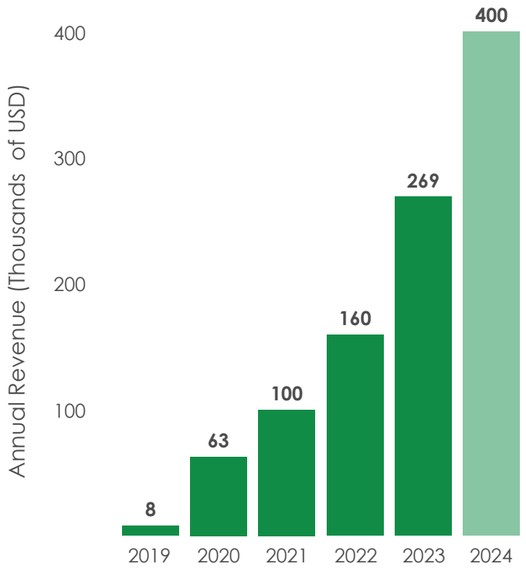
An Ivohiboro ranger overlooks a grassland valley below the forest

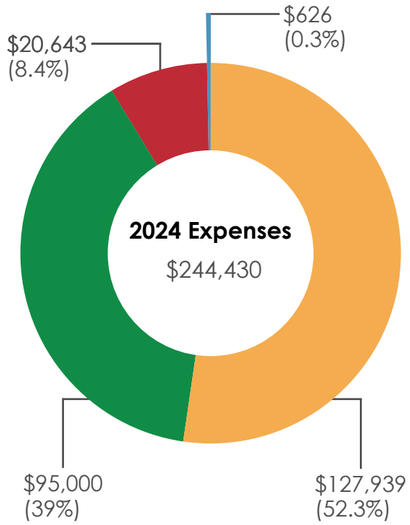
# FINANCIAL REPORT

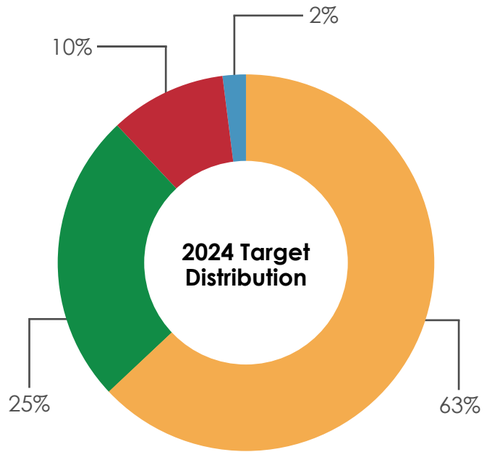
### Our Commitment to Fiscal Responsibility and Transparency

The Phoenix Conservancy takes the trust of our supporters very seriously, and we are dedicated to maintaining the highest standards of fiscal transparency and accountability. We are proud to have received the highest possible ratings from both Candid and Charity Navigator, demonstrating this commitment.

### TPC Revenue Growth




### Revenue and Other Support

| | Total |
|---|---|
| Contributions in Cash | $170,150 |
| Contract Restoration | $96,453 |
| Other Program Service Revenue | $2,120 |
| Merchandise Sales | $497 |
| **Total Revenue** | $269,220 |

Charity Navigator ✦ FOUR-STAR ✦

Platinum Transparency 2024 Candid.



# LEAVE YOUR MARK

### Invest in The Phoenix Conservancy's Work Today

Your tax-deductible donation to The Phoenix Conservancy goes farther, creating a better future for endangered biodiversity and communities at the same time. For grassroots nonprofits like TPC, every donation means far more than a "drop in the bucket", and we are committed to maximizing the impact of your investment.

Join us today, at this critical moment, in our fight to reverse the extinction of Earth's ecosystems.



▸ Arrowleaf Balsamroot (*Balsamorhiza sagittata*) blooming in the Palouse Prairie

▾ Prairie Junegrass (*Koeleria macrantha*) growing in TPC's greenhouse facilities





▲ A baby Ring-tailed Lemur (*Lemur catta*) clings to its mother's back as she moves through Ivohiboro's canopy.

▼ A Large-flowered Triteleia (*Triteleia grandiflora*) blooming in the Palouse Prairie.





# Healthy Ecosystems Belong In Their Future, Not In Our Past.

We may be the last generation with the ability to reverse the extinction of our planet's endangered ecosystems. Include a gift to The Phoenix Conservancy in your estate plan, and leave a legacy of restoration for today's children.

**Start the conversation today.**

legacy@phoenixconservancy.org



The Phoenix Conservancy cannot render tax or legal advice. Consult your lawyer or financial adviser before making a gift.

# OUR PARTNERS

**Together, we get more done. We're proud to work with you.**

By complementing one another's efforts, we are able to accomplish so much more than we would alone. To our supporting organizations, colleagues, and partners throughout past years and all the years to come, thank you for your partnership.

City of Pullman · Whitman County · Colfax · Centre Valbio · Washington Native Plant Society · Palouse Prairie Foundation · Regional Theatre of the Palouse · New Earth Foundation · Forest Service US Department of Agriculture · Palouse Conservation District · Oregon Community Foundation · Pullman Depot Heritage Center · Palouse Basin Aquifer Committee · Ecosia · DABCO Property Management, LLC. · Francis and Christine Martin Family Foundation · Brabson Family Foundation · DierenPark Amersfoort Wildlife Fund · Pollinator Partnership · Butler Foundation · College Hill CHA Association · ICTE · World Spice Merchants · Stockel Family Foundation · PDS Pullman Disposal Service · Rainforest Trust · Keep Nature Standing IUCN · Washington State Dept of Natural Resources · LCMU · Washington State University · The Rufford Foundation · National Forest Foundation



# GET INVOLVED

**Want to help? Here's how.**

There are a ton of ways to get involved with our mission, from helping us grow our online presence to volunteering your unique skill set. We work with a passionate group of volunteers from around the world, and we'd love to hear from you!

Scan this QR code to sign up for our newsletter and access all of our latest volunteer and community outreach opportunities.



## ◀ Palouse Prairie

We owe so much of this year's Palouse progress to the support of our community, both local and afar. Here are some ways you can get involved with our work in the Palouse:

- Join in-person volunteer events if you live nearby.
- If you live elsewhere, we may have remote volunteer opportunities depending on your skills and interests.
- If you have native plants and live nearby, ask us about becoming a seed donor (*phoenixconservancy.org/seed-cultivation*).



## ◀ Great Plains

Cleaning native seeds and growing native plants is a labor- and material-intensive process. Here's how you can support us:

- We may have remote volunteer opportunities depending on your skills and interests.
- Donate excess, unused potting soil.
- Have any extra plastic plant pots? We'll take them!



## ◀ Madagascar

Although far from our headquarters in the U.S., there are multiple ways to get involved in our Madagascar project.

- Support our rangers and Ivohiboro's communities by adopting a Foxhole Forest or section of firebreak.
- Stay tuned for the upcoming launches of delicious Voatsiperifery peppercorns and Sakoa oil cosmetic products in the U.S. You'll be able to jazz up your cooking and improve your skincare routine while supporting Ivohiboro's restoration!









## OUR TEAM

**Chris Duke**
Executive Director & Board Chair
**Shannon Collins**
Palouse Prairie Project Manager
**Cullen Anderson**
Madagascar Project Manager
**Sophia Blanco**
Palouse Prairie Assistant Manager
**Katie Anderson**
Native Plant Horticulturist

## OUR BOARD

**Jennifer Clinchy**
**Chris Duke**
**Katrina Fernandez**
**Sarah Hill**
**Caroline Wu**

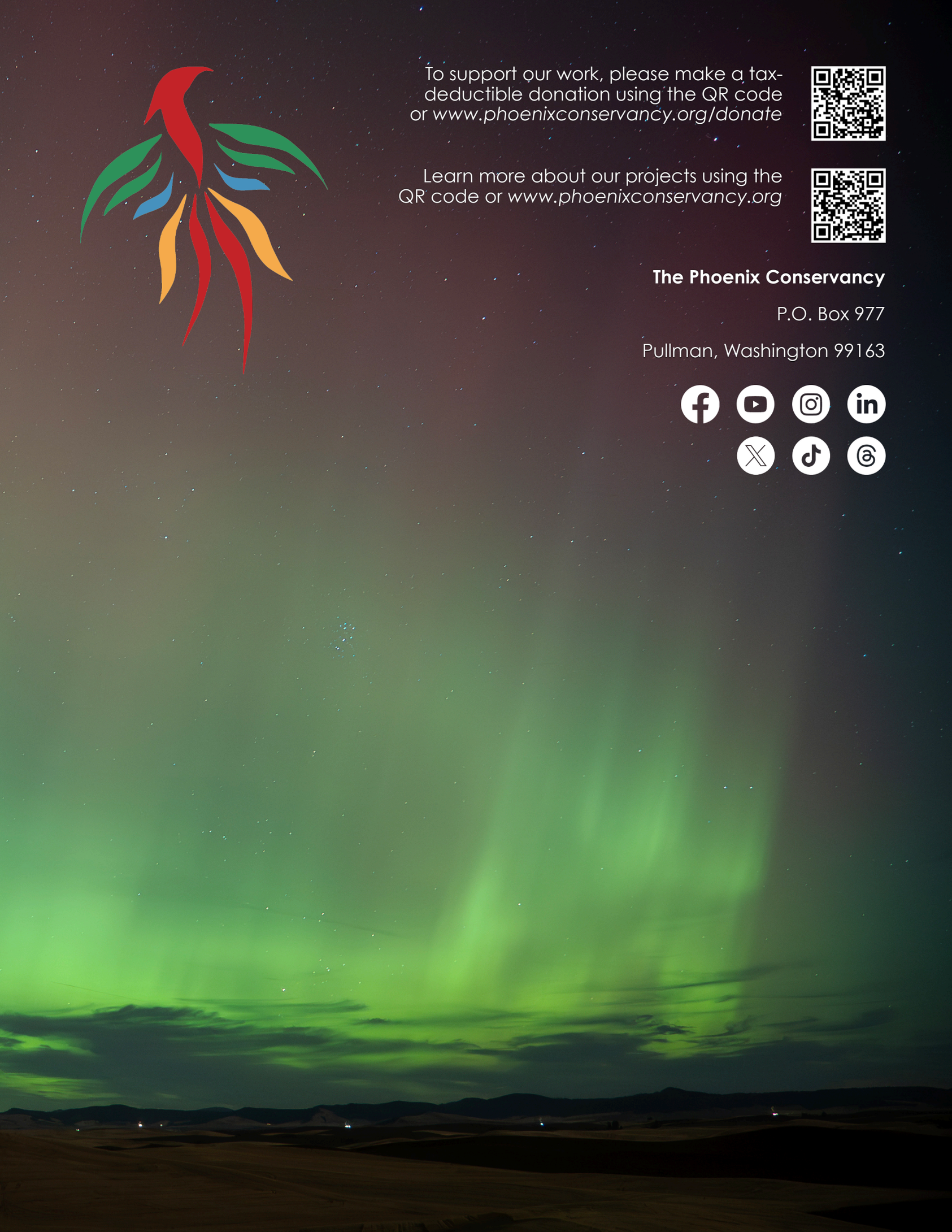
Report Design by Johanna Mitra











To support our work, please make a tax-deductible donation using the QR code or *www.phoenixconservancy.org/donate*

Learn more about our projects using the QR code or *www.phoenixconservancy.org*

**The Phoenix Conservancy**

P.O. Box 977

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